



EHF Top Referee Seminar
28- 30 aug 2009
Vienna Austria

Handball fun for Everybody
Players, Coaches and
Referees

Curriculum Vitae



- **As player 140 caps (National team)**
 - 14 years highest league (EC)**
 - Player of the year**
 - **As Trainer Dutch champion Sittardia**
 - 1995 Dutch female youth team**
 - WC Brasil (9-th place)**
 - 1993 Dutch female senior team 300 games**
 - 1998 EC (10-th place)**
 - Final City Cup**
 - 1999 WC (12-th place)**
 - 2001 WC (12-th place)**
 - 2002 EC (14-th place)**
- 2004 Head coach dameliga GOG Denemarken**
- 2005 Head coach Japan Handball Association WC Russia**
- 2007/8 Head coach Japan Handball Association WC France**
- 2007/8/9 Managing director NLcoach education for coaches in all sports.**
 - Organizer Handball Coach platform Clubs in Holland**
- 2009 Managing director NLcoach/Coach coordinator Football Federation**
 - Elite referees/masterclass**

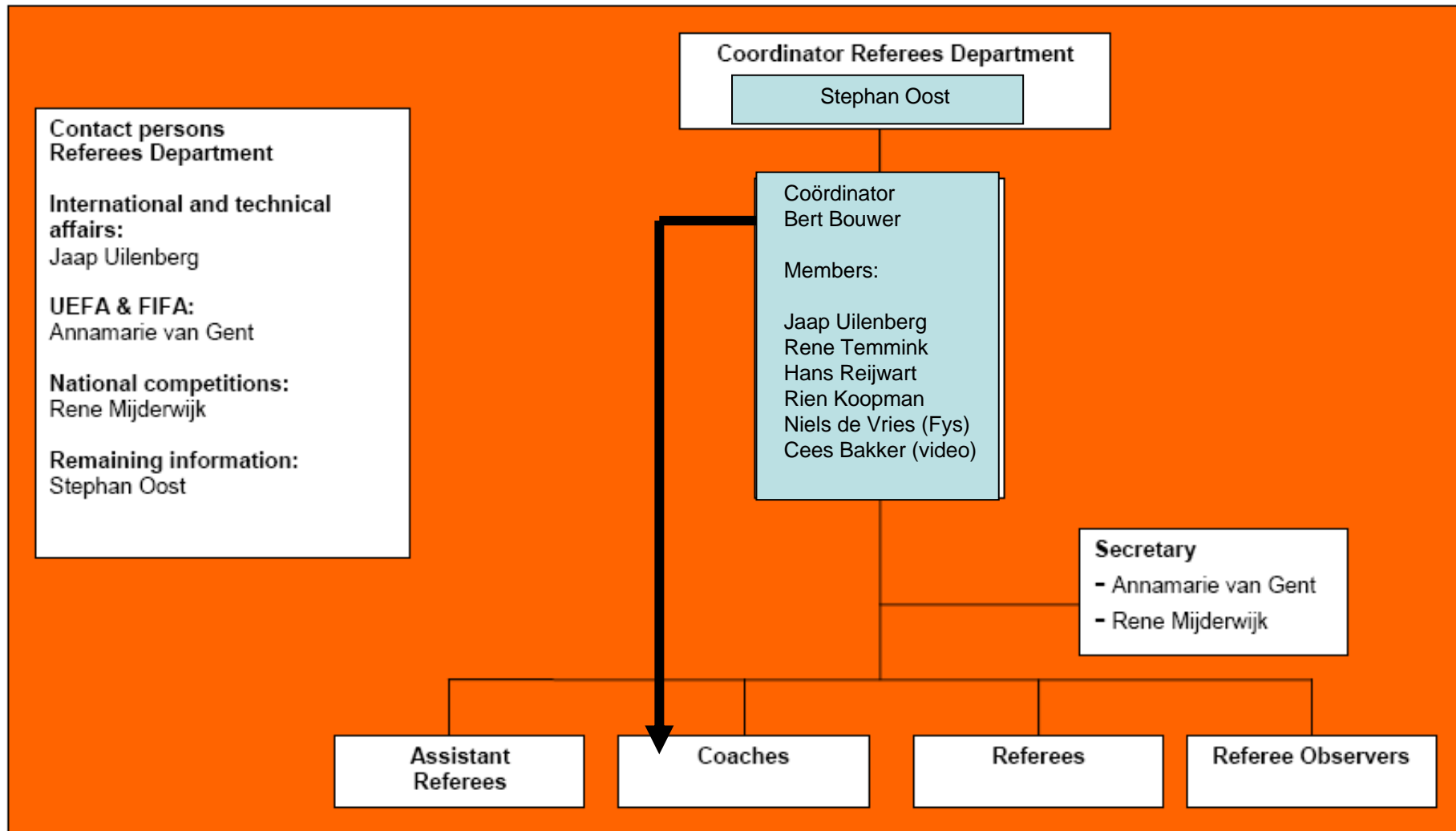


Organization Structure

By Bert Bouwer



Organization Structure (3)





Technical Staff

- Bert Bouwer Coordinator/Coaches
- Jaap Uilenberg
Senior referees, coaches and observers (fulltime)
- Rien Koopman & René Temmink
Senior and junior referees, coaches and observers (parttime)
- Hans Reijgwart
Talent referees, coaches and observers - amateur football (fulltime)
- Hans Vuurman
Assistant referees, coaches and observers - amateur and professional football (fulltime)
- Niels de Vries
Physical fitness (fulltime)
- Cees Bakker
Video analyst (parttime)

Situation in the Netherlands (2)



- 30.000 matches

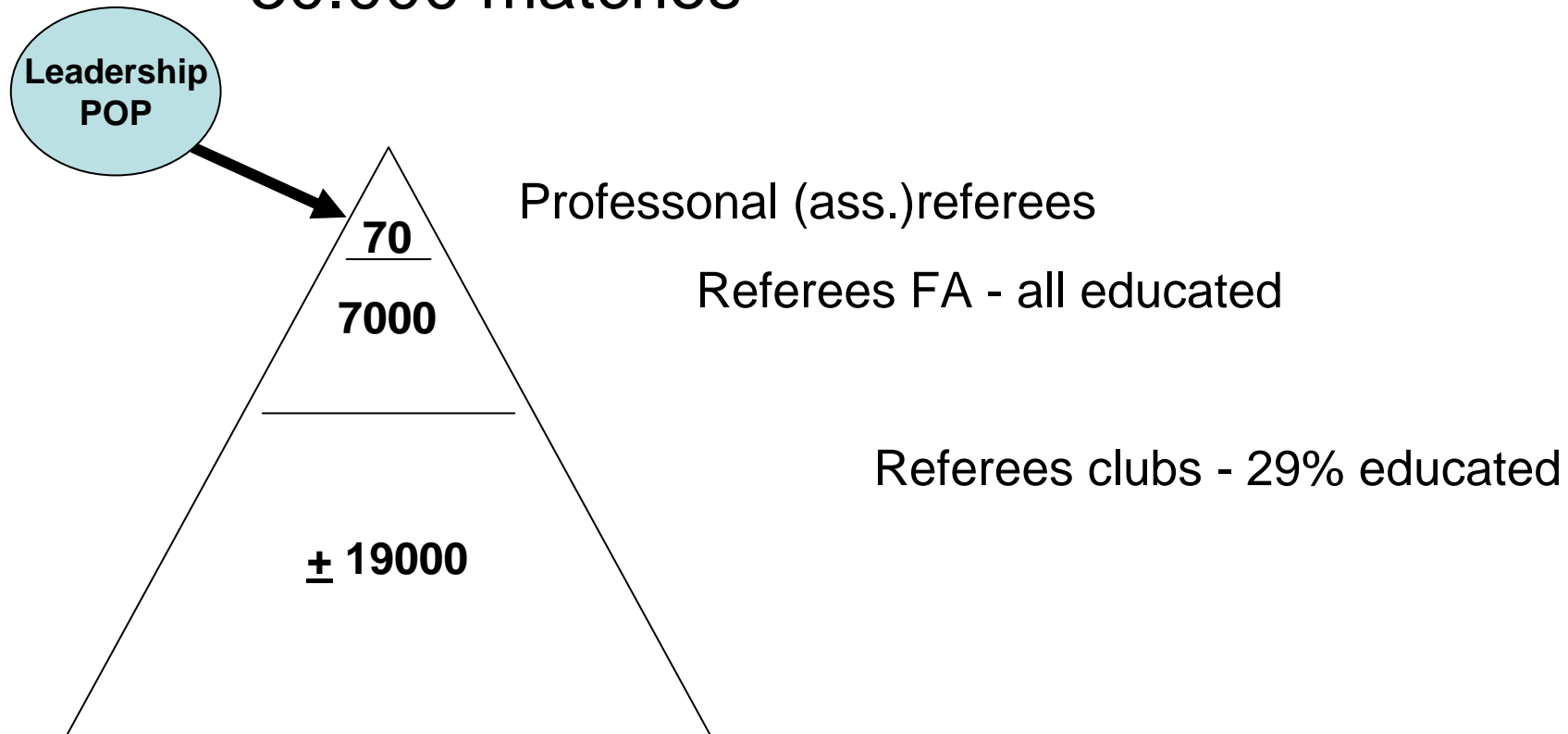




Image improvement

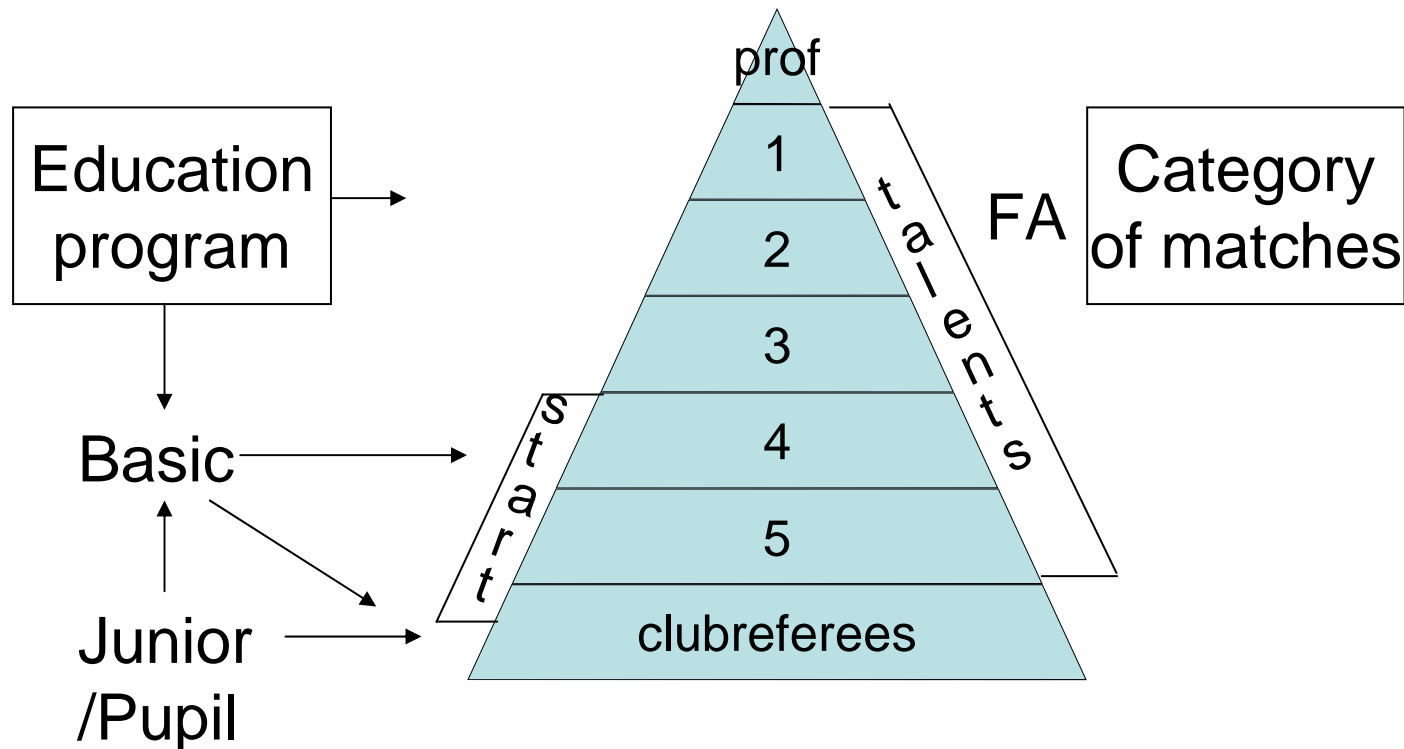
We want: a positive and interesting climate to become a referee

- How to do this?
 - To improve respect on the field (wider than referees only) FA will start campaign "defender of respect"
 - FA starts campaign "referee in the middle of sports"
 - Promotion by professional referees
 - a collective approach with 15 Sport Associations



Retention = Attention!

- a good organisation



Talent and Mentor program



- One policy
- Amateur and Professional
- Personal development
- Continuous course

Budget



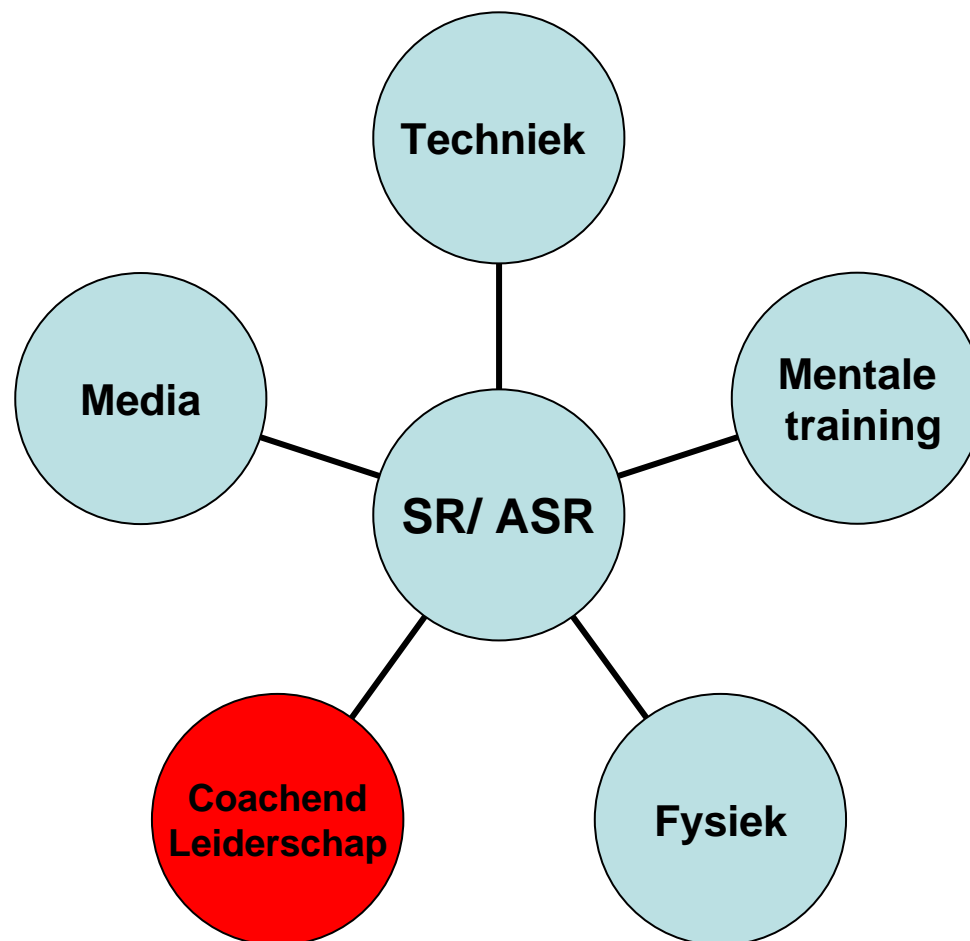
	2007/'08	2008/'09	2009/'10	2010/'11	2011/'12
Budget in €	1.146.900,-	1.169.400,-	1.189.400,-	1.204.400,-	1.224.400,-

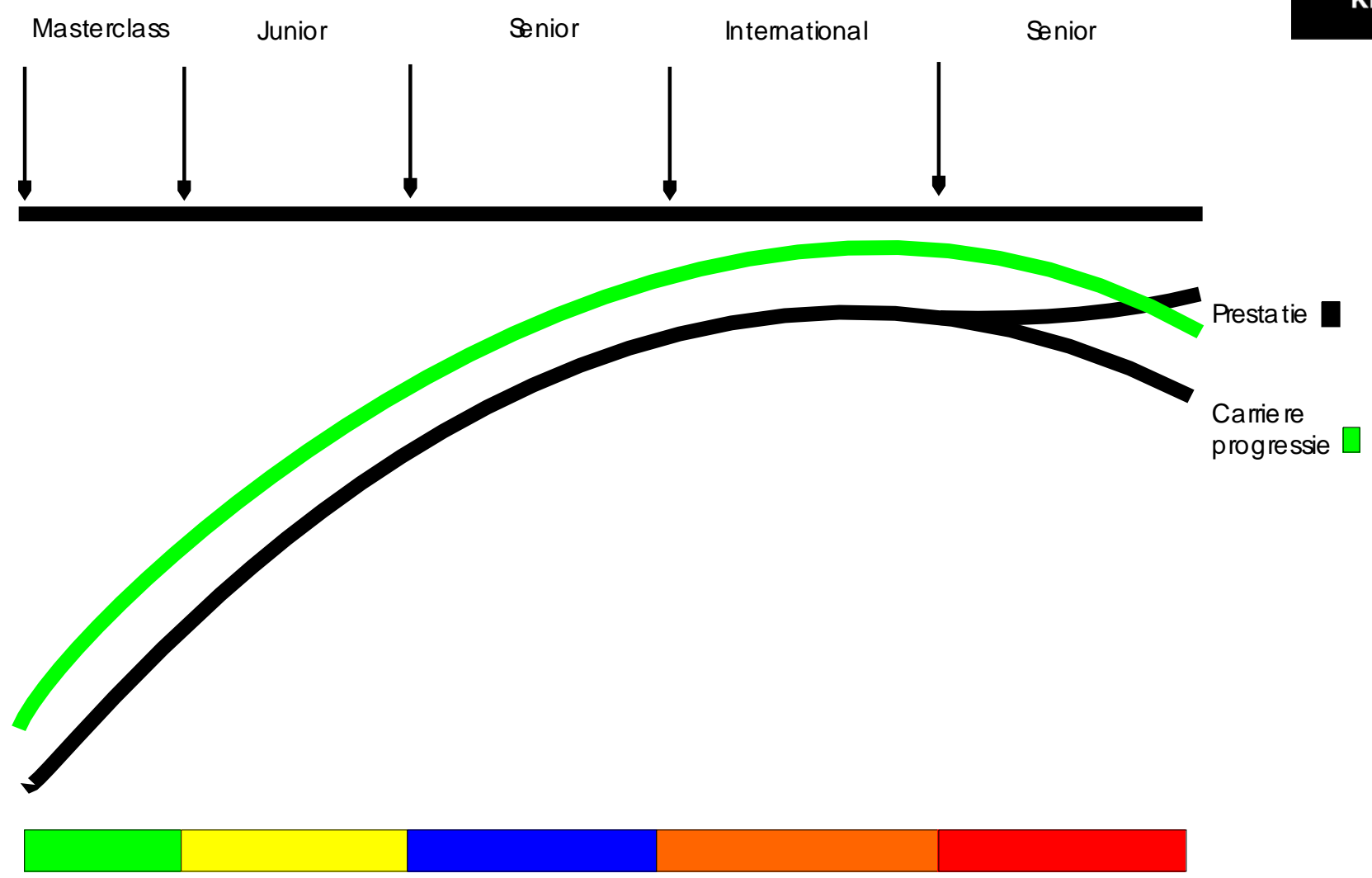


Conclusion

- There is a lot to do
- Learning by doing
- Learning from other countries
- Learning from other Sport Associations

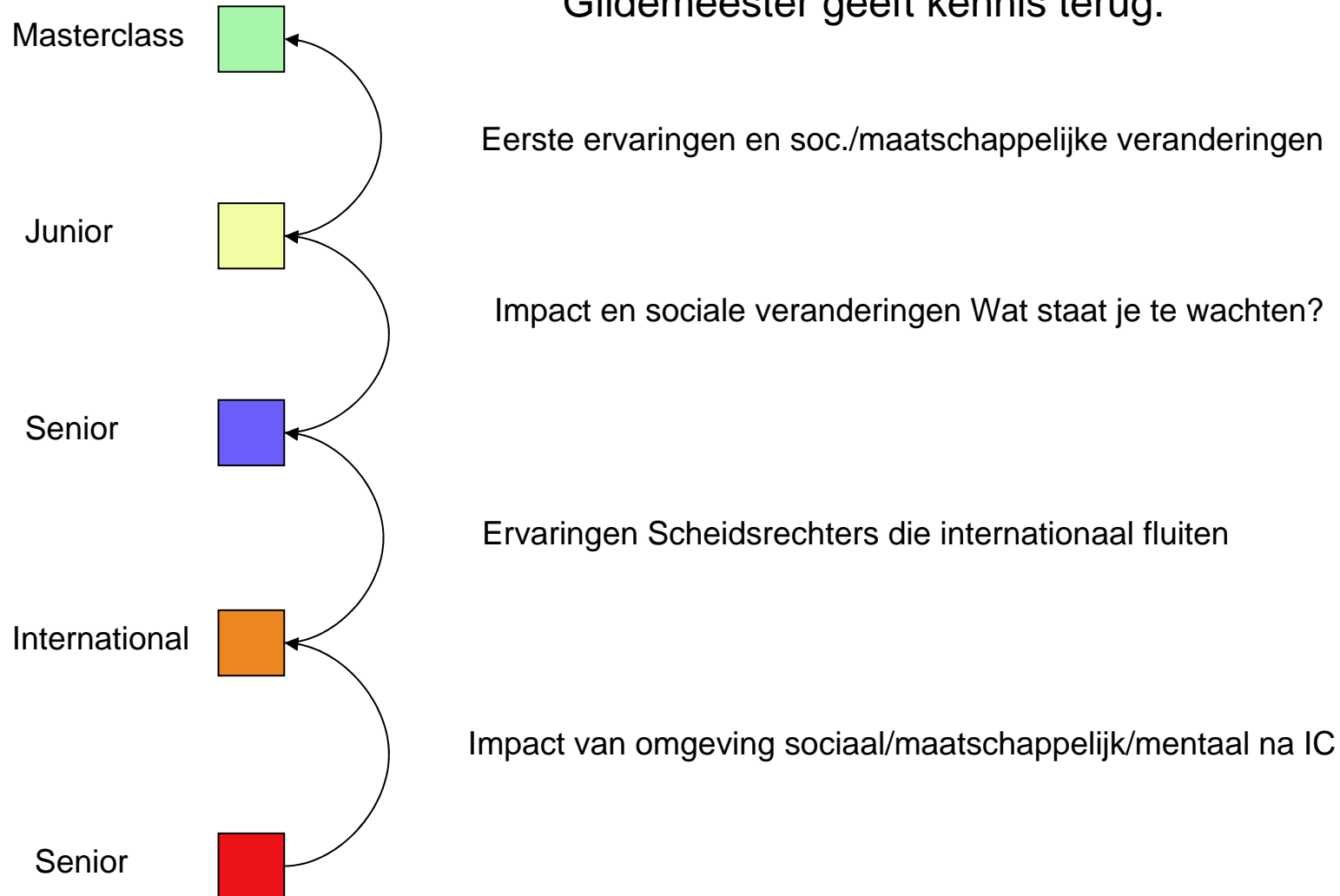
Opzet CB en Maatwerk Traject Scheidsrechter





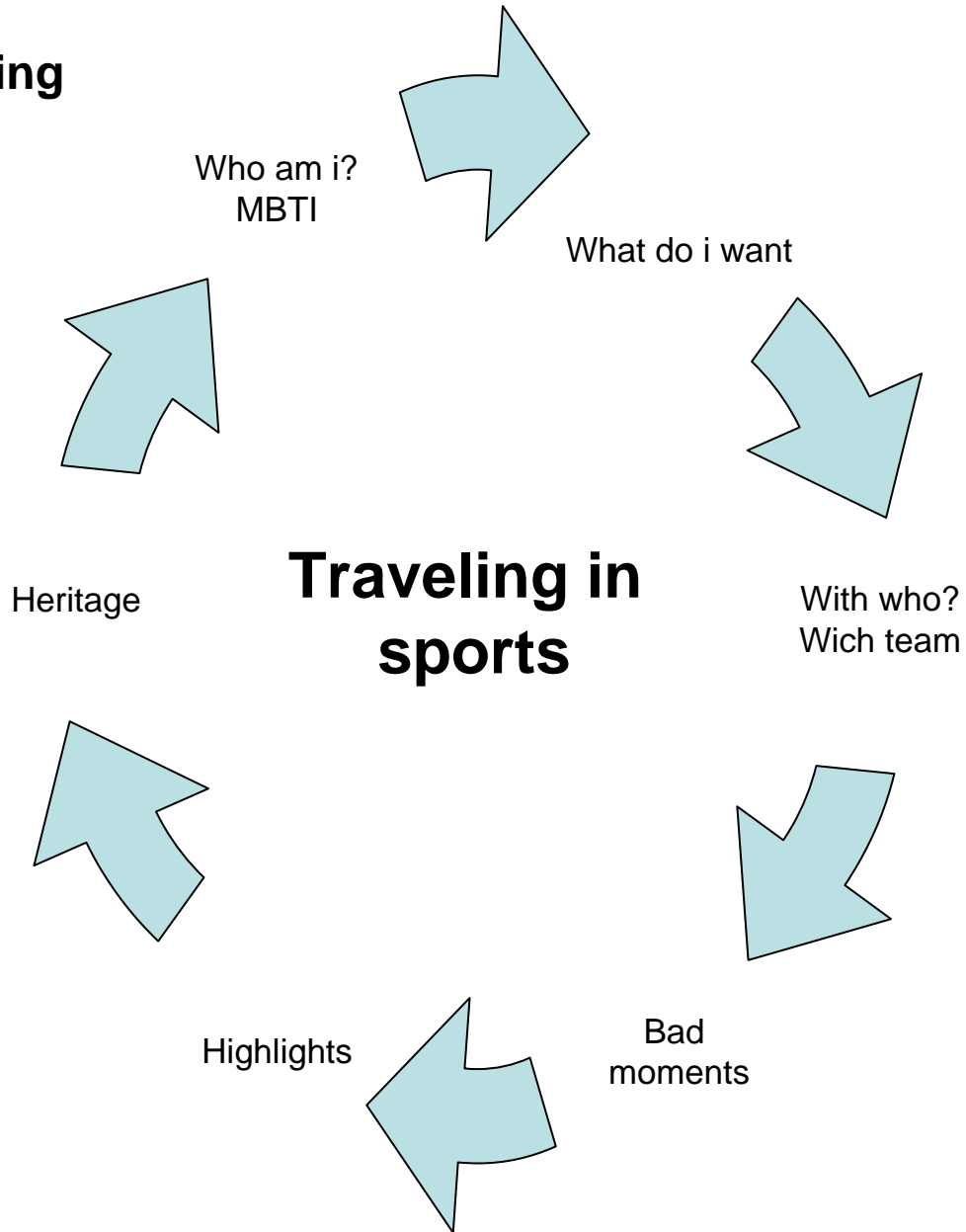


Bewaken van opgebouwde kwaliteit Gildemeester geeft kennis terug.





Personal developing





Referee Observer System

by Bert Bouwer



VOETBAL IS ONS LEVEN

Sponsors en mediapartners:

Nationale-Nederlanden 



ING 



PRICEWATERHOUSECOOPERS 



★ Heineken



De Telegraaf

